

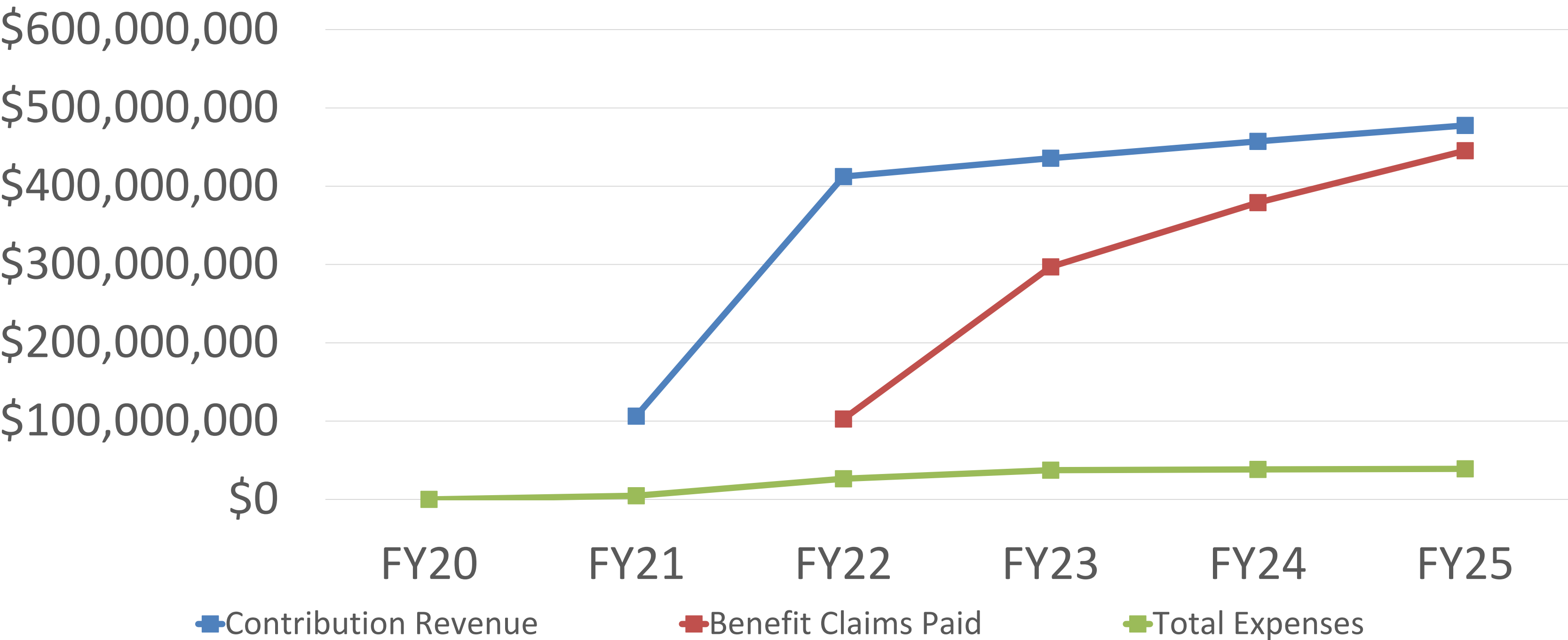
Historical Review of Expenses As of June 30, 2025

Finance and Audit Committee
September 26, 2025

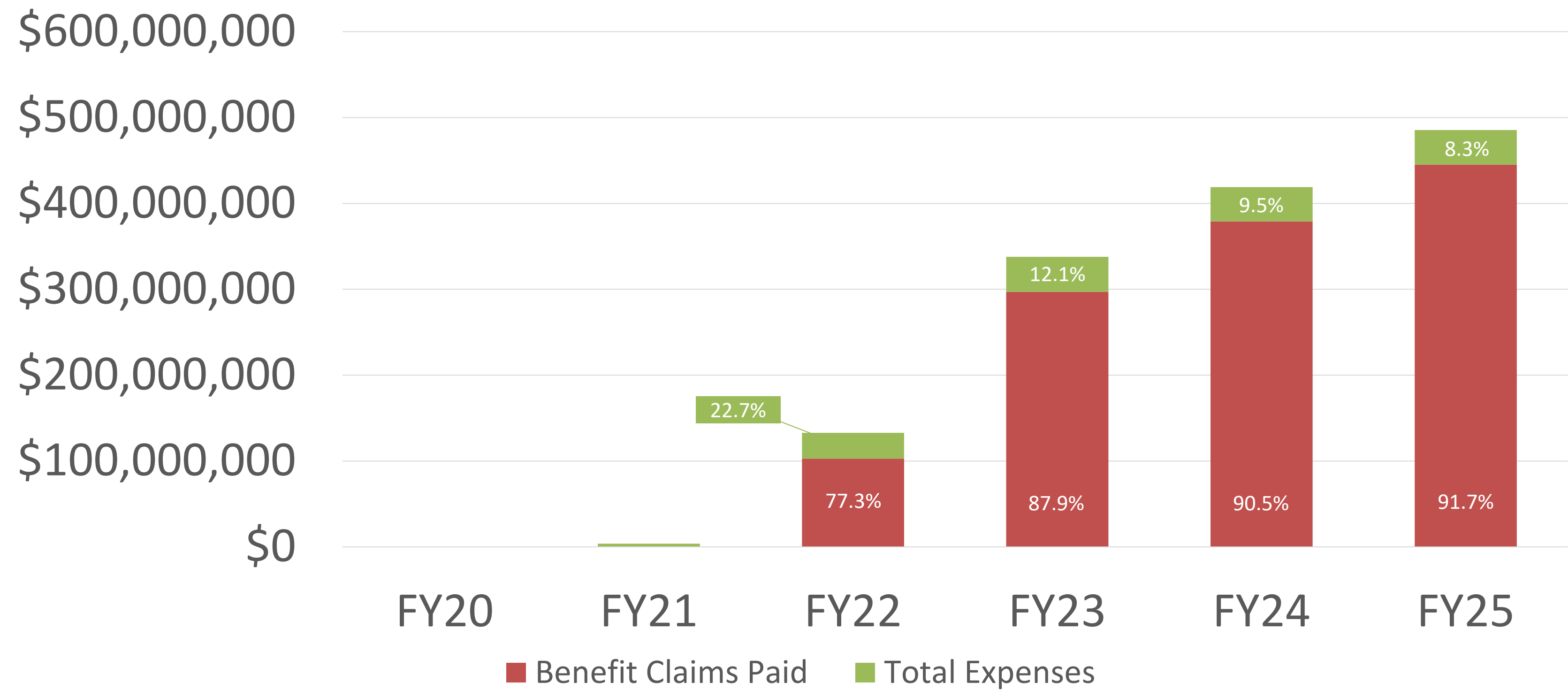


Connecticut
Paid Leave

Historical Contributions, Benefits, and Expenses



Historical **Benefits** and **Expenses**



Total Actual Expenses

Account	FY21	FY22	FY23	FY24	FY25
Benefit Administrative Fe	\$0	\$11,377,800	\$22,380,140	\$22,755,610	\$23,061,460
CTPL Admin Expenses	4,657,610	11,839,820	11,631,670	13,394,370	13,917,440
Bond Repayment	0	0	2,162,660	2,106,590	2,050,520
Seed Repayment	0	3,187,500	1,254,130	0	0
Total Expenses	\$4,657,610	\$26,405,130	\$37,428,610	\$38,256,580	\$39,029,430

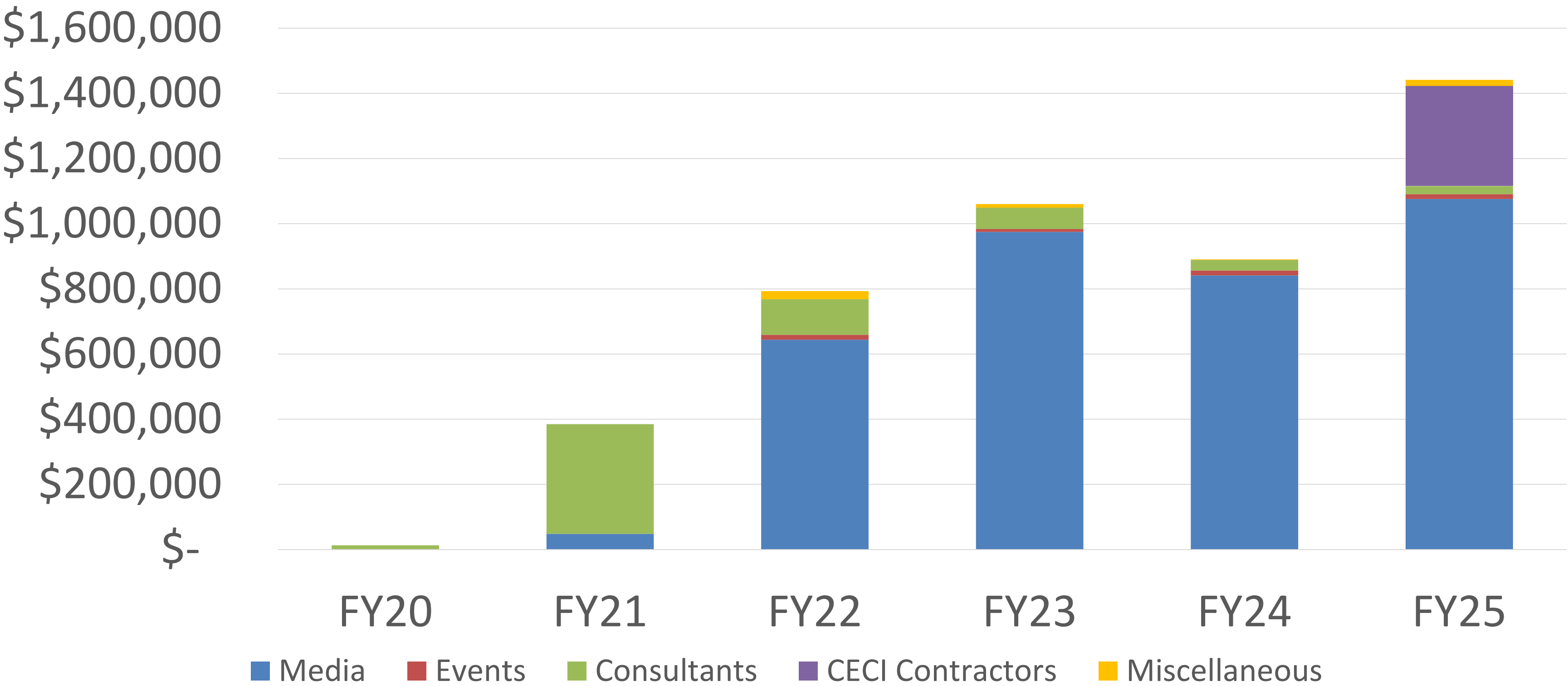
CTPL Admin Expenses (Operating Account)

Account	FY20	FY21	FY22	FY23	FY24	FY25	
Payroll	\$104,648	\$1,976,530	\$5,023,859	\$6,999,580	\$8,040,630	\$8,960,200	Significant increase in staff count
Contact Center	0	900,000	1,475,000	1,526,250	1,545,000	1,572,038	
Outreach	13,200	295,158	793,037	1,060,154	890,459	1,440,071	Includes CECI costs beginning in FY25
Information Technology	290,988	1,131,352	3,192,868	982,136	1,748,479	953,116	Utilization of consultants for fund recovery
DOL- Grievance Adjudication	0	0	198,459	511,538	378,970	214,414	
Additional Expenses	103,743	354,570	498,242	552,006	790,833	777,594	Utilization of consultants for system maintenance and transfer of obligation from Bond Funds to Operating for Contribution System
Seed Repayment	0	0	658,363	0	0	0	
Total CTPL Admin Expenses	\$512,579	\$4,657,610	\$11,839,822	\$11,631,670	\$13,394,370	\$13,917,444	

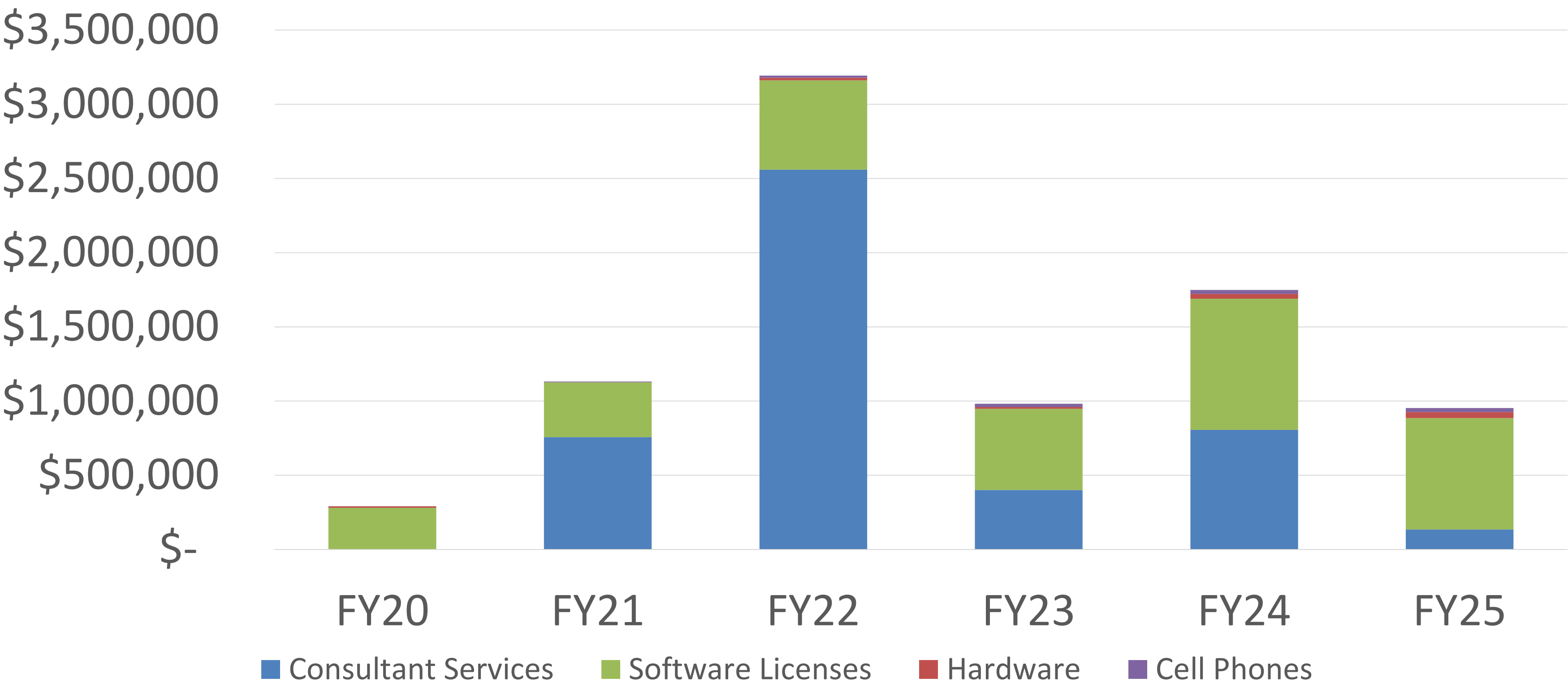
Payroll Expenses – Staffing FTE

Account	FY20	FY21	FY22	FY23	FY24	FY25
Full Time	3	19	33	38	43	45
Part Time	0	0	1	1	1	0
Temporary	0	0	0	0	0	2
Total Number of Employees	3	19	34	39	44	47
FTE (FullTime Equivalency)	3.0	19.0	33.6	38.7	43.8	46.6

Outreach Expenses



Information Technology Expenses

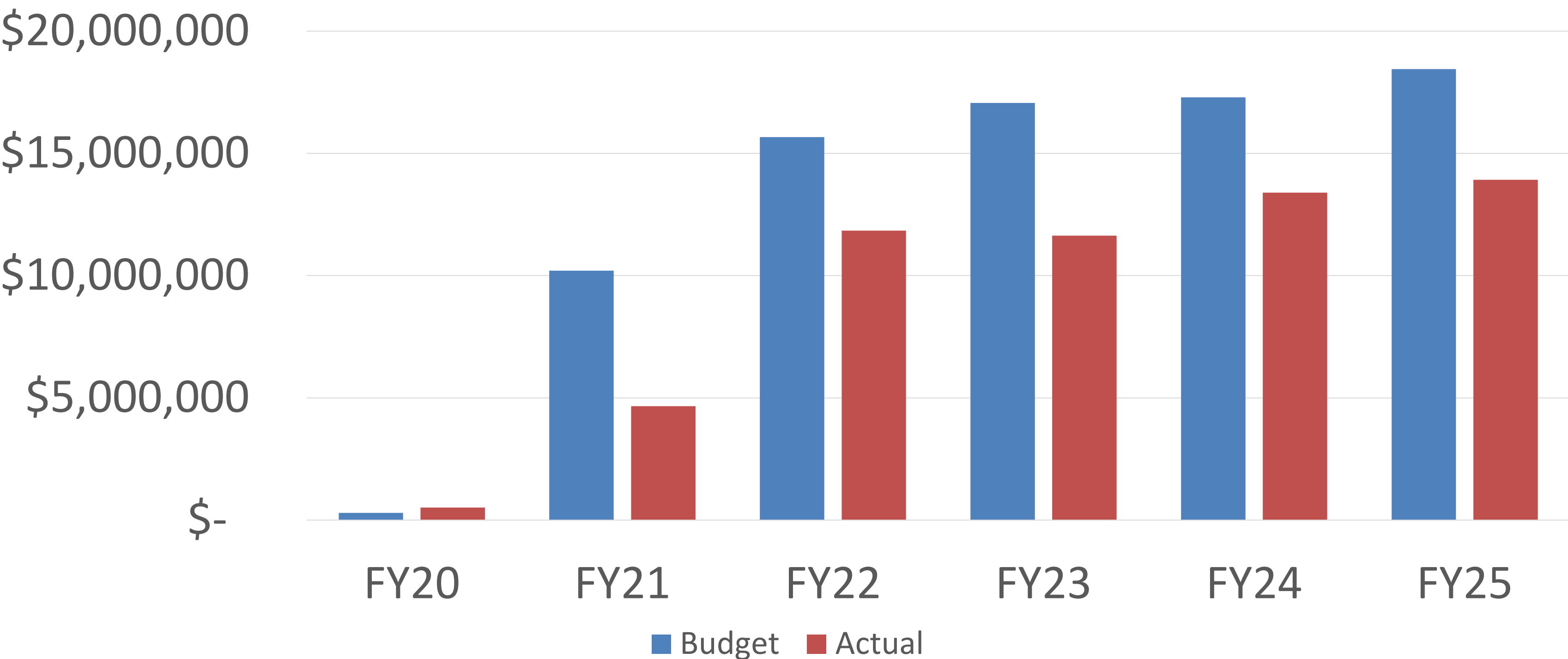


Additional Expenses

Examples including but not limited to:

- Contribution system processing fees
- Professional/contract services
 - Actuarial services
 - Auditing services
 - Legal services
- Fund recovery printing and postage as of FY24
- Insurance

CTPL Admin Expenses – Budget to Actual



Historical & Continuing Management of Expenses

Examples:

- TPA (Aflac) – less than building and maintaining internally
- Contact Center (United Way) – less than building and maintaining internally
- Fully remote employees – no occupancy, furniture, or related expenses
- Competitive procurement – ensures the services needed at a competitive price
- Managing IT costs – utilizing internal vs. consultant resources appropriately
- Wise investments in personnel – hire judiciously, promote from within
- Maximizing the reach of outreach efforts – free articles & TV appearances